

**SONG-BROWN HEALTHCARE WORKFORCE TRAINING PROGRAM  
SITE VISIT EVALUATION REVIEW**

REGISTERED NURSING EDUCATION PROGRAM: California State University, Chico

Date of Site Visit: May 28, 2008

Site Review Staff: Melissa Omand-Program Analyst, Terrie Smith-Program Analyst

Names and Titles of Persons Interviewed: Program Director - Sherry Fox, RN, Ph.D.,

Site visit questions relate to the Song-Brown Family Physician Training Act Standards for Registered Nursing Education Programs, established by the California Healthcare Workforce Policy Commission, pursuant to Health and Safety Code 128200, et seq. Each training program standard is presented in italics:

**Section I. *Each Registered Nursing Education Program approved for funding under the Song-Brown Family Physician Training Act (hereinafter "the Act") shall be operated by an accredited California School of Nursing or shall be approved by the Regents of the University of California or by the Trustees of the California State University and Colleges, or shall be approved by the Board of Registered Nursing pursuant to Section 2834-2837, Article 8, Chapter 6, Div. 2, of the Business and Professions Code, or the Board of Governors of the California Community Colleges, and that is approved by the Board of Registered Nursing.***

The following questions relate to **Section I** of the Training Program Standards:

1. Is the education program operated by an accredited California School of Nursing?

Yes ☒ No ☐ N/A ☐

2. Has the program been approved by one of the following entities?

The Board of Registered Nursing?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
The Board of Governors of the CA Community Colleges?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
The Trustees of the California State University?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	N/A	<input type="checkbox"/>
The Regents of the University of California?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>

3. What is the NCLEX pass rate? Dr. Fox reports the 2007 pass rate as 86.6%

4. How many students do you train each year? Dr. Fox states that approximately 300 students per year are trained. Of the current numbers, eleven of those students are taking part in the LVN to BSN option which is being funded by a Song-Brown Special Programs grant.

**Section II. Each Registered Nursing Education Program approved for funding under the Act shall include a component of education in medically underserved multi-cultural communities, lower socioeconomic neighborhoods, or rural communities, and shall be organized to prepare registered nursing services in such neighborhoods and communities.**

The following questions relate to Section II of the Education Program Standards:

1. Does the education program include a component of training in medically underserved multi-cultural communities, lower socioeconomic areas, or rural communities (hereinafter “component of training”) that is organized to prepare registered nurses for services in such neighborhoods and communities?

Yes ☒ No ☐ N/A ☐

If no, provide comments: \_\_\_\_\_

2. Describe the location of the education program’s “component of training”?

*Check which category(ies) apply:*

- ☒ Medically underserved multicultural community  
☒ Lower socioeconomic area  
☒ Rural area  
☐ None of the above

Comments: Of the five (5) hospitals listed below three (3) are located in Registered Nurse Shortage Areas. Yuba City, Oroville, and Paradise are located in Sutter and Butte counties respectively. All five hospitals are acute care hospitals.

3. Street address and zip code of “component of training”: **Mayers Memorial Hospital-**43563 St. Hwy 299 East, Fall River Mills, Ca 96028; **Lassen Banner Hospital-**1800 Spring Ridge Drive, Susanville, Ca 96130; **Fremont-Rideout Medical Center-**970 Plumas Street, Yuba City, Ca 95991; **Oroville Hospital-** 2767 Olive Hwy, Oroville, Ca 95966; **Feather River Hospital-**5974 Pentz Road, Paradise, Ca 95969.
4. Are all of the program’s students required to spend part of their education in patient care in the “component of training”? Yes ☒ No ☐ N/A ☐ The program director states that all students will spend 2 full clinical days at Oroville. For the LVN to BSN students upon completion of their clinical at Oroville the program will find them a preceptor in the area in which the student currently lives and works.

Did the site review include a visit to the “component of training”?

Yes ☒ No ☐ N/A ☐

Comments: The site review included a visit to Feather River Hospital in Paradise, California located approximately 18 miles from the CSU, Chico campus.

5. Check all applicable categories that describe the “component of training”?

Yes ☐ No ☒ N/A ☐ Federally Qualified Health Center or Look-alike  
Yes ☐ No ☒ N/A ☐ Community Health Center (Section 330)  
Yes ☐ No ☒ N/A ☐ Rural Health Clinic (P.L. 95-210)  
Yes ☐ No ☒ N/A ☐ Government-Owned/Operated Facility  
Yes ☐ No ☒ Other (describe): \_\_\_\_\_

Additional comments relating to compliance with Section II of the Standards (optional): Currently, all students are in acute care facilities only.

**Section III. *Appropriate strategies shall be developed by each education institution receiving funds under the Act to encourage Registered Nurses who are educated in the education program funded by the Act, to enter into practice in areas of unmet priority need for primary care family physicians within California as defined by the California Healthcare Workforce Policy Commission (hereinafter referred to as “areas of need”). Such strategies shall incorporate the following elements:***

- A. *An established procedure to identify, recruit and admit registered nursing students who possess characteristics which would suggest a predisposition to practice in areas of need, and who express a commitment to serve in areas of need***
- B. *An established counseling and placement program designed to encourage education program graduates to enter practice in areas of need.***
- C. *A program component such as a preceptorship experience in an area of need, which will enhance the potential of education program graduates to practice in such an area.***

The following questions relate to **Section III** of the Education Program Standards:

1) Does the program have an established procedure to identify, recruit and admit registered nursing students who possess the following characteristics?

- a) A predisposition to practice in areas of need? Yes ☒ No ☐ N/A ☐
- b) Who express a commitment to serve in areas of need? Yes ☒ No ☐ N/A ☐

Comments: The Program Director states that active recruitment occurs in their northern service area, with priority given to students who currently work in the service area. In regards to the LVN to BSN students, the program director feels that

providing an online LVN to BSN program allows students to maintain their work schedules in their rural residences and complete much of the learning in times that fit their work and family demands. She further states that 11 of the 12 current LVN to BSN students meet that criteria.

- 2) Check all applicable categories that describe the established procedure referenced in Section III of the Education Program Standards (above):

Yes ☒ No ☐ N/A ☐ (a) Mission statement speaks to graduate deployment

Yes ☒ No ☐ N/A ☐ (b) Website emphasizes underserved areas, populations

Yes ☐ No ☒ N/A ☐ (c) Promotion of mission in interviews of training program Applicants

Due to the size of the applicant pool (approximately 300 applicants for 40 slots) the school does not interview each applicant. The program director indicated that currently they do not have more LVN to BSN applicants than slots available, if and when that becomes an issue then they will ask more in depth questions of the applicants regarding where they live and their plans after graduation.

Yes ☒ No ☐ N/A ☐ (d) Weighting of underserved goals affecting ranking of Applicants

In prioritizing the applicant pool for the LVN to BSN option priority is given to students who live in the School's service area which is north of Sacramento to the Oregon border and to those who have completed most of the other general education requirements.

Yes ☒ No ☐ N/A ☐ (e) Special emphasis on recruiting registered nursing students from local community.

As stated above priority is given to students from the School's service area (north of Sacramento to the Oregon border).

Yes ☒ No ☐ N/A ☐ (f) Developing core faculty with experience in underserved practices.

Dr. Fox stated that she has numerous faculty that work in underserved areas: various faculty members teach and work at Oroville Hospital, Feather River Hospital, Fremont-Rideout and Enloe Hospital. All of these hospitals are located in Registered Nurse Shortage Areas. One faculty member works for the Shasta Public Health Department

Yes ☒ No ☐ N/A ☐ (g) Formally promoting registered nursing careers in high schools, colleges

The School of Nursing at CSU, Chico participates in the career fair held at Chico High School. Faculty travel to Shasta Community College and Butte College to discuss RN programs available at CSU, Chico.

- 3) Does the program have an established counseling and placement program designed to encourage nursing education program graduates to enter practice in areas of need?

Yes ☒ No ☐ N/A ☐ The program director states that an affiliated program on campus (Rural California Nursing Preceptorship Program) emphasizes rural clinical preceptorships for nursing students, with placements through out Northern California, primarily in small rural hospitals. The Program is supported by the State of California and started in 1975 as a way to provide a unique opportunity for senior level nursing students

and graduate nurses to gain clinical experience while exploring career options in rural and semi-rural areas of Northern California.

Does the program provide any type of support services for students?

- ☒ NCLEX Preparation -- Define the nature of your NCLEX  
☒ Skills Lab preparation in space provided  
☒ Tutoring below.  
☒ Mentoring  
☐ Safety Issue

All students are required to purchase the ATI NCLEX Review

A skills lab is located on campus and Enloe Hospital has a simulation center (fee based).

Tutoring is provided through the Student Learning Center located on campus, at risk nursing students identified by a teacher are referred to the Retention Coordinator.

Mentoring-2<sup>nd</sup> year students mentor 1<sup>st</sup> year students.

Are these services free to the students?

Yes ☐ No ☒ N/A ☐

- 4) Check all applicable categories that describe the established counseling and placement program referenced in Section III of the Education Program Standards (above):

Yes ☒ No ☐ N/A ☐ (a) Faculty advisors/hospital management promote practice Opportunities

All nursing students have RN advisors and there is a Career Center located on campus that offers a variety of services.

Yes ☒ No ☐ N/A ☐ (b) Coordination with Health Professions Education Foundation's RN education scholarships and loan repayment programs

The Financial Aid and Scholarship Office at CSU, Chico has up-to-date information on scholarship and loan repayment programs that nursing students can apply for.

Yes ☒ No ☐ N/A ☐ (c) Coordination with community healthcare employers in recruiting program graduates.

Company recruiters come to the Chico campus each year to discuss employment opportunities.

Yes ☐ No ☒ N/A ☐ (d) A program matching registered nurses with underserved Areas.

**The following are general questions relating to the administration of the Song-Brown Registered Nursing Education Program:**

1. Do you have any concerns about any of the following processes established for the administration of the Song-Brown Act?

- |   |   |  |   |
|---|---|--|---|
| a) The applications for Song-Brown funds:           | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> | N/A <input type="checkbox"/>            |
| b) The oral presentations to the Commission:        | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            | N/A <input type="checkbox"/>            |
| c) The contract process:                            | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> | N/A <input type="checkbox"/>            |
| d) The invoice process:                             | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> | N/A <input type="checkbox"/>            |
| e) Staff's ability to provide technical assistance: | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> | N/A <input type="checkbox"/>            |
| f) RNSA methodology                                 | Yes <input type="checkbox"/>            | No <input type="checkbox"/>            | N/A <input checked="" type="checkbox"/> |

2. Is there any information about the Registered Nursing Education Program not covered by the above questions that should be noted or included with this site visit report?

If yes, please comment: Dr. Fox felt that information regarding the RFA process was not widely disseminated last year, and therefore many nursing program directors missed it. Dr. Fox also stated that the oral presentations pose a difficulty, particularly in lean budget times, usually requiring an overnight stay. While she is willing to do this to get the funding, Dr. Fox wonders if other, more cost-effective measures could be devised, such as teleconferencing, or conference calls. She further states that since she was not allowed to introduce any information that was not already in the proposal it would seem that the proposal could stand on its own merits without the personal appearance.  
As for the RNSA methodology Dr. Fox does not understand how Lassen County could not be considered a nursing shortage area. She thinks perhaps the Commission should look at the rural ness of some of the northern California counties and take that into consideration and perhaps look at nursing vacancy rates.

In 2006 CSU, Chico was awarded a special program in the amount of \$124,634.00 to support distance learning methods combined with local clinical placements . This LVN to BSN option provides an opportunity for working LVN's to consider completion of the baccalaureate degree online, and expedites the pathway to the BSN much more efficiently than through two separate step up programs (LVN to RN through an associate degree, followed by an RN to BSN).

When asked by site review staff about the challenges faced by the program in implementing the special program Dr. Fox had the following comments:

- 1) The first application period generated a lot of inquiries but few students who were actually ready to begin (due to lack of required pre-requisites), while 20 slots were set aside for the LVN to BSN students, 12 students were admitted and only 11 students remain. For the second application period the school has interested applicants for all 20 slots and at least 18 of them have taken all of the necessary pre-requisites.

- 2) The nursing faculty shortage impacted the program's ability to release faculty to complete all the planned online course development in the first year. In response to the shortage the program has had to hire newly prepared Master's faculty before they have finished their own programs.

When asked about sustainability beyond Song-Brown funds the program director stated that they've garnered a commitment from the CSU Chancellor's Office to support the LVN to BSN option if they continue to receive interest in the program.